



From Recruiting to Transition: Best Practices in Credentialing of Military Service Members



Military Career Options



	Enlisted	Officer
Primary Duties	Carry out fundamental operations of the military	Warrant Officers – highly specialized experts and trainers Commissioned Officers – managers, leaders, problem solvers, planners
Percentage of Armed Forces	82%	18%
Education Level Upon Entry	High School Degree or Equivalent	College Degree
Pay Grades	E-1 to E-9	WO-1 TO WO-5 O-1 to O-10
Assessing Transferability of Skills	Can be difficult due to unique military job titles	Not too difficult due to job title similarities and degrees held

Learning the Lingo: Military Occupation Codes (MOCs)



Service	Enlisted	Officers
Army	Military Occupational Specialty (MOS)	Warrant Officer MOS (WO MOS) Area of Concentration (AOC)
Navy	Rating	Designator
Air Force	Air Force Specialty Code (AFSC)	AFSC
Marine Corps	Military Occupational Specialty (MOS)	MOS

An Example: Looking for a Construction Laborer?

- Army – 51B – Carpentry and Masonry Specialist
- Navy – BU – Builder
- Air Force – 3E351 – Structural Journeyman
- Marines – 1371 – Operating Engineer



Types of Credentialing Requirements Drive Potential Credentialing Agency Policies to Recognize Military Training/Experience

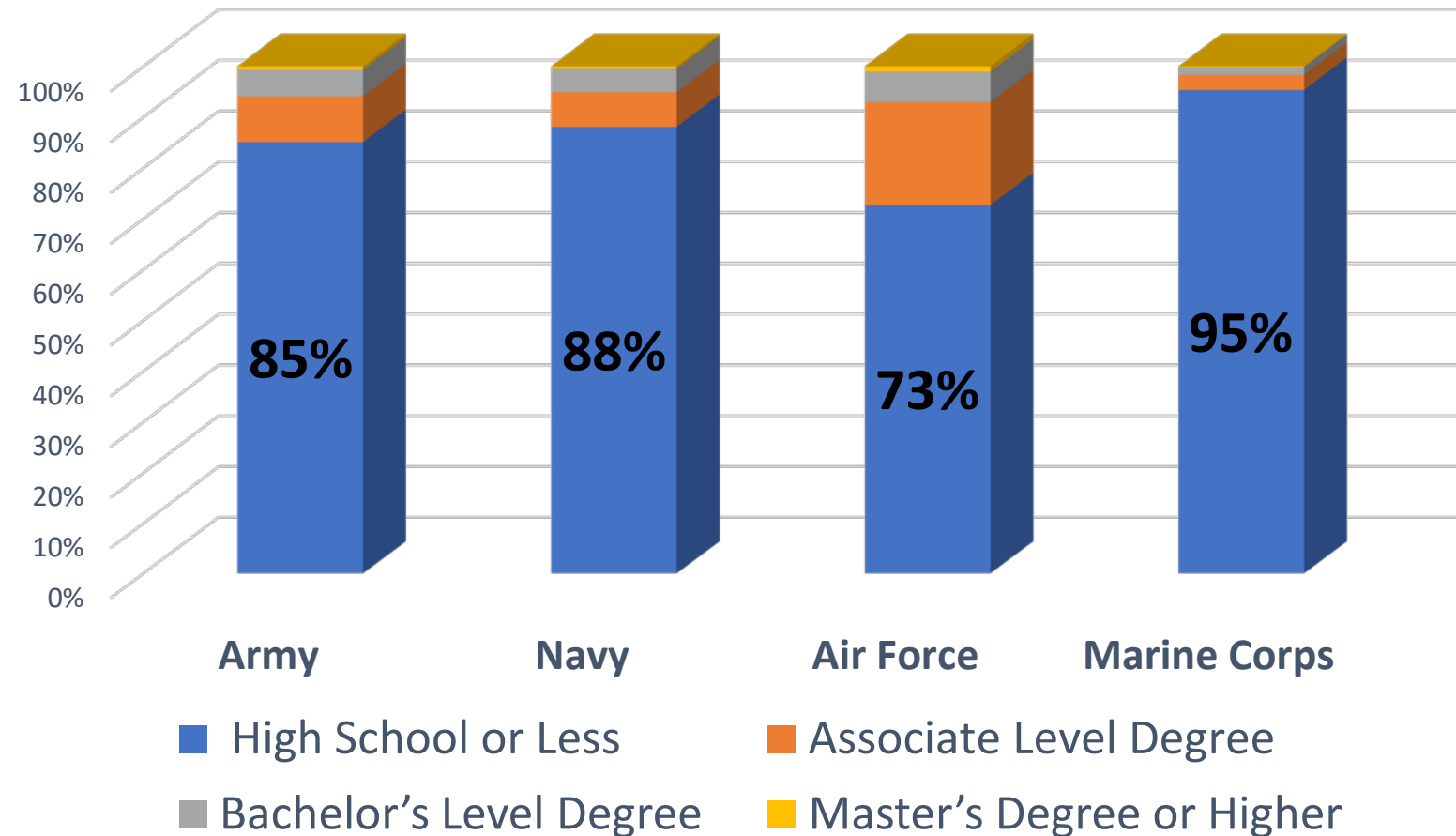


Policy Considerations Related to Education/ Training Requirements



Requirement	Military Considerations	Credential Agency Considerations/Options
Associate's, Bachelor's, or Graduate Degree	<ul style="list-style-type: none"> ▪ Most enlisted Service members do not have higher degrees, but may be working on one or have accumulated college credits 	<ul style="list-style-type: none"> ▪ Define alternative pathways to meeting degree requirements (e.g., recognize experience in lieu of a degree) ▪ Recognize military training and experience towards degree requirements and develop bridge training programs
Accredited or Approved Course/ Training Program	<ul style="list-style-type: none"> ▪ Some military programs are accredited/approved but not all – may vary by Service 	<ul style="list-style-type: none"> ▪ Accept third party program accreditation in lieu of credentialing agency approval ▪ Assess military training and grant full or partial recognition ▪ If only partial recognition - recognize military training and experience and develop bridge training programs
X Number of College Credit Hours	<ul style="list-style-type: none"> ▪ Most Service members will have training and experience that warrants college credit 	<ul style="list-style-type: none"> ▪ Credentialing agencies can accept: <ul style="list-style-type: none"> – ACE credit recommendations – CCAF awarded credit or – Other third party credit assessment

Highest Education Level Attained by Enlisted Personnel by Service



Considerations Related to Experience Requirements



Military Considerations

- Military **experience is often very relevant** to civilian credentialing requirements
- Service members have several types of **official documentation** available to them
- If **supervisor signatures** are required, it **may be difficult for Veterans to attain** them

Credential Agency Considerations/Options

- Explicitly **recognize military experience** in credential requirements
- **Review standard military documentation** and specify types of service documentation accepted

Considerations Related to Exam Requirements



Credential Agency Considerations/Options

- **Accept national exams** in lieu of a state exam (e.g., NREMT, NCLEX) – for licensing agencies
- **Waive exams** (e.g., CDL – skills test waiver)
- Provide an **abbreviated exam for military** trained applicants addressing only gaps (e.g., state-specific requirements only for state licensure)

Considerations Related to Other Credential Requirements



Requirement	Military Considerations	Credential Agency Considerations/Options
Residency (for licensing)	<ul style="list-style-type: none"> Service members may have difficulty meeting residency requirements 	<ul style="list-style-type: none"> Consider waiving residency requirements or granting provisional licensure
Continuing Education and/or Renewal Requirements	<ul style="list-style-type: none"> Service members receive extensive training throughout military life cycle Deployed Service members may have difficulty meeting continuing education or renewal requirements 	<ul style="list-style-type: none"> Consider recognizing military training for CEU requirements Consider allowing a grace period for deployed Service members

Tools to Assess Transferability of Military Training and Experience



- [Army](#), [Navy](#), [Marine Corps](#), and [Air Force](#) COOL – go to “COOL Overview” to access “Agency Resources”
- College Credit Recommendations:
 - [American Council on Education \(ACE\) Military Guide](#)
 - [ACE Military Resources](#)
- Service Transcripts
 - [CCAF Transcripts](#)
 - [Joint Services Transcript](#)
- Other Official Documentation (accessible to Service members and Veterans)
 - [DD Form 214, Certificate of Release or Discharge from Active Duty](#)
 - [Verification of Military Experience and Training \(VMET Form 2586\)](#)
- [My Next Move for Veterans](#)
- Occupational Outlook Handbook – [Job Opportunities in Armed Forces](#)



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Best Practices from the Multi-State Collaborative on Military Credit

Presented by:
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Midwestern Higher Education Compact
October 26, 2017



Special Thanks



LuminaTM
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About the MCMC



- The Multi-State Collaborative on Military Credit, an initiative of the Midwestern Higher Education Compact, is working to address the barriers to higher education that exist for today's veterans. The MCMC helps state higher education executive officers, faculty, and staff identify, implement, and share best practices to help military-connected students (veterans and military dependents) transition into college and the workforce.

Mission



- The MCMC mission can be summarized as:
 - Facilitating an interstate partnership of 13 states;
 - Translating competencies acquired by military connected students through military training and occupational experience toward college credentials.

Bridge Program Inventory



- <http://bit.ly/MCMCbridgeprog617>
- 125 entries
 - Represents 11 of 13 MCMC states
 - Largest collection is from Minnesota State
 - VETS portal has
 - Reviewed and awarded 165,000 credits
 - Saved \$31 million and 6.5 million hours

Military Credit Mapping Summit



- Consortium of Michigan Veteran Educators
- Educators course-matched to the Joint Services Transcript (JST) credit recommendation to their specific curriculum at their campuses
- In-depth curriculum review with JST recommendations could result in awarding more college credit for military training and education

Synchronous Training



- Salina Area Technical College in Kansas and the Kansas National Guard formed a partnership to provide service members completing the 91E - Allied Trade Specialist training at the Kansas Regional Training Institute the opportunity to earn Synchronous Training and Academic Credit
- Provides academic credit for service men and women while still serving, thus providing promotion potential and cohesive academic credits to a purposeful and industry-relevant degree

Articulation Agreements with Federal Agencies



- South Dakota State University (SDSU), entered into an articulation agreement with the National Security Agency (NSA) that essentially creates a bridge in Cyber Operations
- First articulation agreement between the NSA and an institution of higher education in the agency's history
- Allows NSA military and civilian employees to receive up to 56 credit hours at SDSU for cyber security education and training courses that apply to a B.S. in cyber operations. The agreement allows active duty or recently separated veterans to achieve that degree while transitioning to civilian employment with the agency.



Specific Initiative Contacts

- Bridge Program Inventory
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- Minnesota State VETS Program
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- Michigan CMVE Credit Mapping Summit
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Thank You



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The American Legion Veterans Employment & Education Division

The Veterans Employment & Education Division is responsible for ensuring that America's veterans have the opportunity to provide with honor and dignity, the economic necessities of life for themselves and their families.

Focus Areas



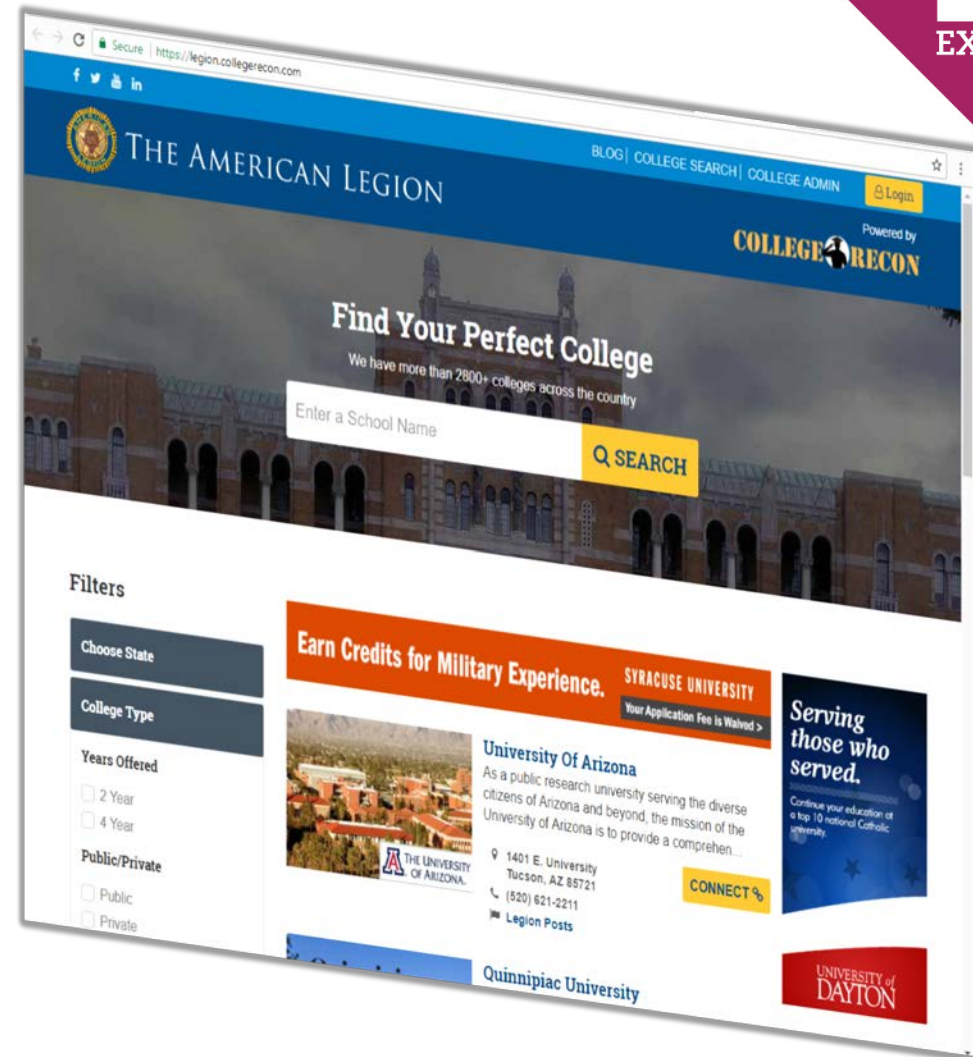
- Education
- Employment
- Small Business
- Licensing and Certification



Veterans Education Center

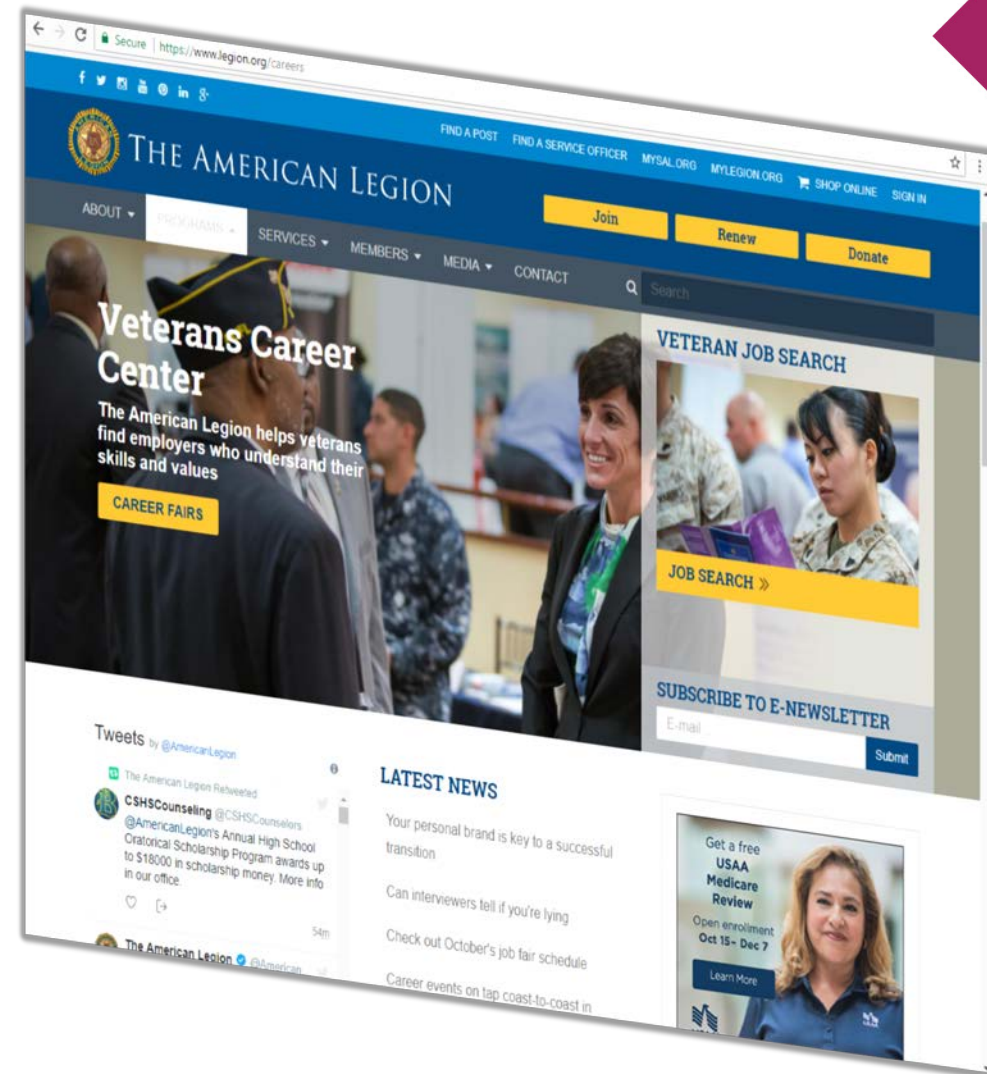
legion.org/education

- Website incorporates college navigator tool powered by CollegeRecon
- One click access to multimedia, newsletters, and education assistance
- Curated resource directory for federal and state benefits



Veterans Career Center *legion.org/careers*

- Website designed to offer information on schools
- One click access to career fairs, advice for job seekers, and job searches
- Military skills translator powered by military.com



Job Fairs

- In 2017 The American Legion participated in 75+ events with the Chamber of Commerce – Hiring Out Heroes (HOH), JobZone, Department of Defense and Department of Labor
- The American Legion has been in front of approximately 30,000 potential new American Legion members in the last 6 months.
- The American Legion is scheduled to attend 55 more Career Fairs by the end of the year.



Veteran Job Seeker Demographics



U.S. Chamber- HOH

2017 Job Fairs: **60 +**
 Total Job Seekers: **25,378**
 Total Resumes Taken: **29,538**
 Total Onsite Interviews: **16,990**

- 11.1% of the veterans who attended our Hiring Fairs are student veterans about to graduate
- 55.8% are under 24 years old
- 92% are enlisted and 8 % are officers
- 82% have been unemployed for under one year
- 18% have been unemployed for over one year
- 34% reported some college
- 15% reported a bachelor’s degree
- 2% reported a masters degree or higher

Interactions with Veteran/Spouses per event

3,400+	JobZone Events (D.C., Maryland, VA Region)
1,200+	Department of Defense Events (Military Installations Nationwide)
3,619	Firm offers given
58%	Of all resumes converted to onsite interview
25%	Of all job seekers received offers

Small Business Programs and Services



- • **Boots to Business: Reboot**
 - 1 or 2 day entrepreneurship workshop catered to veterans, active duty, guard and reserve, and military spouses
- • **VA Verification Counseling**
 - 1 on 1 counseling service to apply for SDVOSB or VOSB cert from VA.
- • **Legion Small Business Video Tutorial**
 - Rudimentary “how-to” video
- • **TAL holds 2 business workshops during Winter Conference and National Convention**
 - Advocacy and representation on legislative matters relating to Veterans in business
- • **Small Business Task Force that represents veterans, and helps guide other veterans in small business**



Licensing and Credentialing



- **Credentialing Roundtables**
 - **February 2017:** *Promoting Industry Recognition of Military Training and Experience Through Third Party Credentialing*
 - **June 2017:** *Military to Healthcare Credentialing Roundtable*
 - **November 2017:** *Service Members and Veterans in Aircraft Maintenance Credentialing Roundtable*
- **2018 Credentialing Summit**
 - Date: February 28 – March 1 2018
 - Location: Washington Hilton, Washington DC
 - Projected Attendance: 400 stakeholders
 - Objective: *To bring together key stakeholders to identify strategies to improve credentialing opportunities for transitioning servicemembers and veterans and to develop a sustainable plan to promote the transferability of military skills and experience through increased credentialing.*



American Legion Report

The State of Credentialing of Service Members and Veterans



Supported by a Grant from Military.com

Report Prepared by SOLID, LLC



The State of Credentialing of Service Members and Veterans

8 Opportunities for Action



Opportunity 1: *Improve the Post 9/11 GI Bill Licensing and Certification Benefit*

Amend the legislation pertaining to the Post 9/11 GI Bill payment of licensure and certification exam fees so that rather than charging an entire month's worth of a beneficiary's entitlement for the cost of a credential exam (which typically is about \$250), the amount of benefit charged would be pro-rated to the cost of the exam.

Opportunity 2: *Ensure the Quality of Certification Programs*

Two key opportunities to ensure the quality of certifications programs include: (a) Raise the awareness of industry of the importance of accreditation as an important discriminator of quality; and (b) Provide government incentives to certification bodies to attain accreditation,

The State of Credentialing of Service Members and Veterans

8 Opportunities for Action



Opportunity 3. *Ensure the Quality of Non-Traditional Credential Preparation Programs*

To improve the ability of service members and veterans to meet credential eligibility requirements and/or pass associated exams, resources to pay for non-traditional credentialing preparation programs need to be increased.

Opportunity 4. *Better Identify the Labor Market Demand for Credentials*

Increase research on the labor market demand for credentials with an emphasis on ensuring that the unique value of occupational credentials for military trained civilian job seekers is captured.

The State of Credentialing of Service Members and Veterans

8 Opportunities for Action



Opportunity 5. *Track Credential Attainment Outcomes*

Increase research on tracking credentialing outcomes, with an emphasis on in-service effects of credential attainment for service members and Civilian labor market outcomes.

Opportunity 6. *Reduce State Licensure Barriers*

- Promote state legislation, policies, and programs that will allow for greater recognition of military training and experience
 - Track and report on existing state efforts to reduce licensing barriers
- Encourage state licensing agencies and academic institutions to rely on existing third-party assessments of military training and experience, such as the ACE credit recommendations

The State of Credentialing of Service Members and Veterans

8 Opportunities for Action



Opportunity 7. *Develop a Repository of Information on Best Practices in Facilitating the Credentialing of Service Members and Veterans*

Develop a repository of information on best practices to facilitate the credentialing of service members and veterans to allow stakeholders to learn from and emulate successful initiatives.

Opportunity 8. *Ensure Military and Veteran Credentialing Interests are Represented in Civilian Workforce Credentialing Initiatives*

DoD, the military Services, and VSOs should become actively involved in initiatives underway to reform the nation's credentialing system to: (1) stay abreast of credentialing trends to ensure military credentialing policies and programs remain relevant, (2) ensure that the unique needs of service members and veterans are considered; and (3) promote military training and experience as a form of demonstrating competency to perform in the civilian workplace.



Government & Military

Partnerships



- Partnering with Department of Defense (DoD) to build Military Test Center channel
- Gained first-hand knowledge of environments, needs and challenges with visits to bases in Japan and Germany
- Provided software development and technology changes to meet stringent DoD network requirements
- Over 300 on-site government testing centers in CONUS and OCONUS for deployed troops across the globe

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CGFM for the Military Community

Get recognized while in service

Click on the icon that represents your branch's COOL (Credential Opportunities On-Line) program and search for "CGFM" to see if this certification is mapped to your specialty or approved for funding.



Note: Information included on COOL websites varies to some degree across services.

<https://www.agacgfm.org/military>

Supporting Service Members where they serve



*Map generated May 2017 - information subject to change.